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ABSTRACT

Analysis of employment patterns at State colleges and universities in Kentucky shows that the percentage and number of black faculty declined from 1979 to 1981. Most of the traditionally white State universities continued in 1981 to have overwhelmingly white faculties. Blacks comprised 2.8 percent of the faculty across the State, and only 2.0 percent of faculty at the previously white schools were black. The University of Kentucky, the State's largest, employed 25 blacks out of a faculty of 1511. Only the University of Kentucky's community college system improved steadily in hiring black faculty each year since 1975. Even so, the percentage of black faculty in the community colleges still represented less than the 7.1 percent of blacks in the State population as of 1980. More progress was made at Kentucky State University than at any other State school, with the black faculty concentration continuing to decline from 50 percent in 1975 to 39.8 percent in 1981, making Kentucky State's faculty substantially more desegregated than any of the other institutions. (CMG)

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Number and Percent of Black Faculty at State Universities

Decline from 1979 to 1981

ED237608

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Kentucky State Had 27 Fewer Black Faculty
Former White Schools Increased by 13 Blacks

UD 023 227

Staff Report 82-10
Kentucky Commission on Human Rights
832 Capital Plaza Tower
Frankfort, Kentucky 40601

HIGHLIGHTS

1. Thirteen more blacks were in faculty jobs at the seven former white institutions and the community colleges in 1981 than in 1979 because of slight gains at five institutions, making the total faculties of the seven traditionally white schools and the community colleges 2.0 percent black for the first time.

2. There were 14 fewer black faculty in the state university system overall in 1981 than in 1979, because of a decline in black faculty at Kentucky State which was not offset by the small gains at the other universities.

3. The University of Kentucky Community College System had eight more black faculty in 1981 than in 1979, making the faculty 5.3 percent black--the highest of any of the traditionally white state institutions. The University of Louisville added six black faculty between 1979 and 1981 for 21 total blacks, raising the black faculty percentage to 2.6. The University of Kentucky had four more black faculty in 1981, bringing the number of black faculty to 25--1.7 percent of the total faculty at the institution.

4. Kentucky State University's faculty was less than 40 percent black for the first time, in 1981, because of a loss of 27 black faculty since 1979. There were 41 black faculty at Ky. State in 1981, compared with 68 in 1979, making the faculty at the university 39.8 percent black.

5. Murray State University had eight fewer black faculty in 1981 than in 1979, and was the only previously white university to decline in black faculty in this two-year period.

6. Two more black faculty were on staff at Eastern Kentucky University in 1981 than in 1979, for a total of five (0.8 percent). Northern Kentucky University had one additional black on the faculty in 1981 compared with 1979, for four black faculty out of 229 total, making the faculty 1.7 percent black.

7. The number of black faculty at Morehead State University and Western Kentucky University did not change between 1979 and 1981, continuing to remain at 1.0 percent and below.

8. The number and percentage of black faculty new hires in the state-supported university system was lower in 1981 than in either 1977 or 1979, with blacks accounting for 13 of 382 (3.4 percent) new hires in 1981. Only 12, or 3.6 percent of the 337 newly-hired faculty at the state's traditionally white universities, were black and all of them were hired by the UK Community College System, UK, or U of L.

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PREFACE

This staff report was prepared from copies of the Equal Employment Opportunity Commission survey form "Higher Education Staff Information (EEO-6)," supplied to the Kentucky Commission on Human Rights by the state universities and the Council on Higher Education for 1975, 1977, 1979, and 1981. Equal Employment Opportunity regulations instruct the universities to report on staff as of the "payroll period closest to October 1 of the survey year."

This is the third report on black faculty employment in the tenure program of the state university system and the sixth report in a series analyzing employment patterns of the state-supported institutions of higher learning.

Revisions in past years' data and the new data have been provided by the Council on Higher Education and have been incorporated into the tables of this report. According to the Council staff, a subcommittee made up of institutional directors of personnel worked extensively in late 1981 to set guidelines to ensure that consistent, comparable EEO-6 data were being reported. As a result, the data represented on the 1981 EEO-6 reports may not be comparable to previous reports.

The Commission wishes to express its appreciation to the Council on Higher Education and the university presidents in providing the data for this report.

COMMUNITY COLLEGES CONTINUE TO ADD BLACK FACULTY

The University of Kentucky Community College System had eight more black faculty in 1981 than in 1979, maintaining the pattern it has established of increasing the number and percentage of black faculty every two years since 1975. The black faculty at the community colleges has increased threefold from 10 in 1975 to 32 in 1981, making the faculty 5.3 percent black--the highest of any of the traditionally white state institutions.

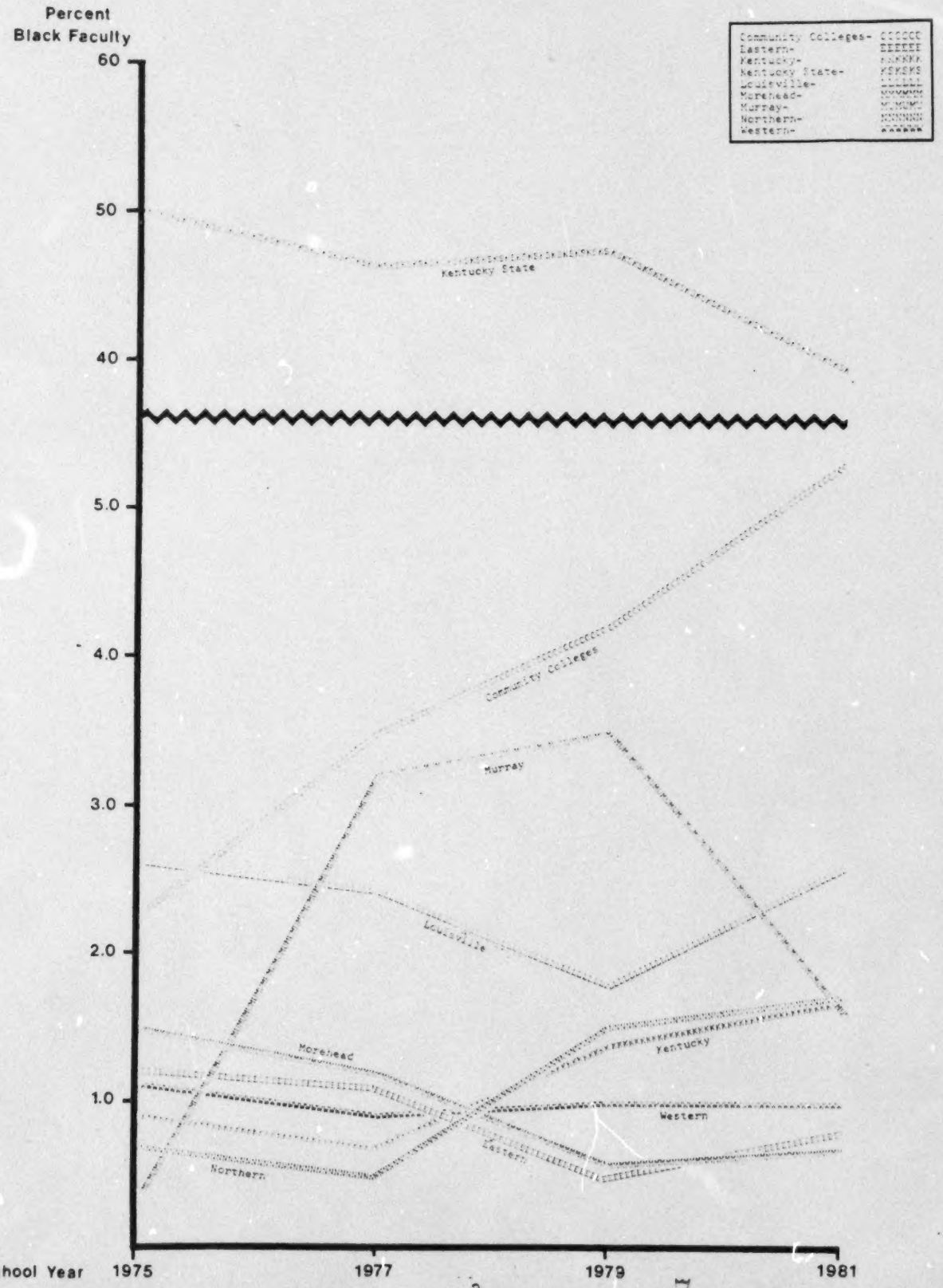
None of the other seven white universities have come close in equalling the progress made by the community colleges. In fact, Murray State University had eight fewer black faculty in 1981 than in 1979.

However, 13 more blacks were in faculty jobs in the tenure system at the seven former white institutions and the community colleges in 1981 than in 1979 because of slight gains at four additional schools, making the total faculties of the seven traditionally white schools and the community colleges 2.0 percent black for the first time.

GRAPH A

Black Faculty Employment at State Universities

1975 -1981



But there were 14 fewer black faculty in the state university tenure program overall in 1981 than in 1979, because of a decline in black faculty at Kentucky State which was not offset by the small gains at the other universities (See Table A).

The University of Louisville, whose black faculty percentage had been declining, added six black faculty between 1979 and 1981 for 21 total blacks, raising the black faculty percentage to 2.6--the level the school had in 1975.

The University of Kentucky had four more black faculty in 1981, bringing the number of black faculty to 25--1.7 percent of the total faculty at the institution. This small increment didn't keep pace with the progress UK had made between 1977 and 1979 when 10 blacks were added to the faculty and the percent of black faculty doubled.

Two more black faculty were on staff at Eastern Kentucky University in 1981 than in 1979, but the university still had not equalled the seven black faculty it had in 1975. In 1981, five of the faculty were black. Even though the EKU faculty had grown by 77 between 1975 and 1981, the number of black faculty had dropped and the percent of black faculty was only 0.8 percent in 1981.

Northern Kentucky University had only one additional black on the faculty in 1981 compared with 1979, for four black faculty out of 229 total, making the faculty 1.7 percent black.

TABLE A

Number and Percent of Black Faculty in the Tenure System
of State Supported Universities, 1975-1981

	1975			1977			1979			1981			Change	Change
	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	Total	Black	% Black	1975-81	1979-81
UK	1416	13	0.9	1488	11	0.7	1492	21	1.4	1511	25	1.7	+0.8	+0.3
CC	447	10	2.2	546	19	3.5	566	24	4.2	602	32	5.3	+3.1	+1.1
UL	720	19	2.6	792	19	2.4	821	15	1.8	816	21	2.6	0.0	+0.8
EKU	519	7	1.3	520	6	1.2	577	3	0.5	596	5	0.8	-0.5	+0.3
MORE.	339	5	1.5	336	4	1.2	336	2	0.6	287	2	0.7	-0.8	+0.1
MURR.	339	1	0.3	405	13	3.2	405	14	3.5	380	6	1.6	+1.3	-1.9
NKU	150	1	0.7	191	1	0.5	204	3	1.5	229	4	1.7	+1.0	+0.2
WKU	538	6	1.1	557	5	0.9	492	5	1.0	526	5	1.0	-0.1	0.0
Sub-total	4468	62	1.4	4835	78	1.6	4893	87	1.8	4947	100	2.0	+0.6	+0.2
KSU	146	73	50.0	146	68	46.6	131	68	51.9	103	41	39.8	-10.2	-12.1
Total	4614	135	2.9	4981	146	2.9	5024	155	3.1	5050	141	2.8	-0.1	-0.3

Source: EEO-6 survey, "Higher Education Staff Information."

MOREHEAD AND WESTERN REMAIN UNCHANGED

The number of black faculty at Morehead State University and Western Kentucky University did not change between 1979 and 1981, continuing to remain at very low levels.

Morehead's black faculty number stayed at two for only 0.7 percent of the total faculty. The five blacks at Western make up 1.0 percent of the total faculty, and the number has not changed since 1977, even though 34 faculty were added at Western between 1979 and 1981.

BLACK FACULTY AT KENTUCKY STATE DECLINE

Kentucky State University's faculty was less than 40 percent black for the first time, in 1981, because of a loss of 27 black faculty since 1979. There were 41 black faculty at Ky. State in 1981, compared with 68 in 1979, making the faculty at the university 39.8 percent black.

The significant drop in black faculty still leaves Ky. State as the major employer of black faculty at Kentucky's public universities, but to a lesser extent than in the past. Only 29.1 percent of the black faculty in the state university system were working at Ky. State as of 1981, a stark contrast with the 54.1 percent that worked there in 1975.

With the black concentration at Ky. State thinning, the traditionally white universities have to affirmatively add more black faculty--at least a number equal to the decline at Ky. State--to ensure that blacks occupy a share of the faculty positions in Kentucky's state-supported colleges. Thus far, that has not been the case (See Table A).

TABLE B

Number and Percentage Black Faculty of Total Tenured and Non-Tenured on Track Faculty for State Universities 1977-1981

TENURED

	1977			1979			1981		
	Totl	Blk	% Blk	Totl	Blk	% Blk	Totl	Blk	% Blk
UK	952	4	0.4	952	4	0.4	997	6	.6
CC	236	2	0.9	268	4	1.5	301	8	2.7
UL	484	8	1.7	485	8	1.6	504	10	2.0
EKU	344	4	1.2	397	3	0.8	426	4	.9
MORE.	182	2	1.1	196	2	1.0	189	2	1.1
MURR.	166	0	0.0	179	0	0.0	206	1	.5
NKU	93	0	0.0	98	1	1.0	125	1	.8
WKU	280	0	0.0	317	0	0.0	379	1	.3
KSU	51	34	66.7	42	24	57.1	51	26	51.0
Totl	2788	54	1.9	2934	46	1.6	3178	59	1.9

NON-TENURED ON TRACK

	1977			1979			1981		
	Totl	Blk	% Blk	Totl	Blk	% Blk	Totl	Blk	% Blk
UK	536	7	1.3	540	17	3.1	514	19	3.7
CC	310	17	5.5	298	20	6.7	301	24	8.0
UL	308	11	3.6	336	7	2.1	312	11	3.5
EKU	176	2	1.1	180	0	0.0	170	1	.6
MORE.	154	2	1.3	140	0	0.0	98	0	0.0
MURR.	239	13	5.4	226	14	6.2	174	5	2.9
NKU	98	1	1.0	106	2	1.9	104	3	2.9
WKU	277	5	1.8	175	5	2.9	147	4	2.7
KSU	95	34	35.8	89	44	49.4*	52	15	28.8
Totl	2193	92	4.2	2090	109	5.2	1872	82	4.4

Source: EEO-6 survey, "Higher Education Staff Information."
*The faculty tenure program was suspended at KSU as of July 13, 1978, but was reinstated prior to filing of the 1981 EEO6 report. Non-tenured faculty in 1979 were reported as "Other" faculty, and that figure has been listed in 1979 for comparitive purposes.

NEW HIRE RATE WORSE IN 1981 THAN IN 1979

The number and percentage of black faculty new hires in the state-supported university system was lower in 1981 than in either 1977 or 1979, with blacks accounting for 13 of 382 new hires[1] in 1981. That's a 3.4 percent black new hire rate which is a decrease from the 1979 level (4.8 percent) and the 1977 level (3.5 percent).

Only 12 or 3.6 percent of the 337 newly-hired faculty at the state's previously white universities were black and all of them were hired by the UK Community College System, UK, or U of L.

The Community Colleges and U of L each hired five black faculty in 1981 and UK hired two.

Eastern, Morehead, Murray, Northern, and Western--the universities with the worst black faculty percentages--collectively hired 160 new faculty in 1981, and none of them was black.

Kentucky State had five faculty new hires in 1981, one of which was black, for a 20.0 black new hire percentage.

At the traditionally white universities, 3.2 percent of the new hires were black, which was slightly lower than the 3.4 percent black new hire total at all of the state-supported schools.

The University of Louisville and the Community Colleges were the only institutions to hire enough blacks to substantially increase their percentage of black faculty (See Table C).

[1]Full-time employees hired between July 1 and September 30 of the reporting year.

TABLE C

NUMBER AND PERCENT OF BLACKS AMONG
TOTAL FACULTY NEW HIRES,* 1977-1981

	1977			1979			1981		
	TOTL.	BLK.	% BLK.	TOTL.	BLK.	% BLK.	TOTL.	BLK.	% BLK.
University of Kentucky	124	3	2.4	114	8	7.0	96	2	2.1
Community Colleges	78	2	2.6	69	6	8.7	54	5	9.3
University of Louisville	71	2	2.8	81	0	0.0	67	5	7.5
Eastern	55	1	1.8	79	1	1.3	48	0	0.0
Morehead	5	0	0.0	50	0	0.0	31	0	0.0
Murray	62	4	6.5	53	4	7.5	40	0	0.0
Northern	15	1	6.7	56	1	1.8	17	0	0.0
Western	62	2	3.2	44	1	2.3	24	0	0.0
Subtotal	468	14	3.0	546	21	3.8	377	12	3.2
Kentucky State University	17	3	17.6	14	6	42.9	5	1	20.0
Total	485	17	3.5	560	27	4.8	382	13	3.4

*New hire data reported on the EEO-6 forms cover only the period between July 1 and September 30 of the reporting year.

Source: EEO-6 survey, "Higher Education Staff Information."

UNIVERSITY OF KENTUCKY

The number of blacks in faculty positions at the University of Kentucky, the state's largest faculty employer, increased by four from 1979 to 1981. In 1981, blacks accounted for less than 2.0 percent of the faculty (1.7 percent) at the University of Kentucky, which was an increase of 0.8 percent over the past three reporting years.

There was an increase of two in black tenured faculty at the University of Kentucky in 1981. Only four blacks on the faculty had tenure in 1979; six had tenure by 1981. The number of non-tenured faculty who were black also increased by two between 1979 and 1981.

While the University of Kentucky made some improvement in the hiring of blacks for faculty positions in 1979, its record in 1981 indicated some backslide. Of 96 new faculty hires in 1981, two (2.1 percent) were black, 98 (90.6 percent) were white and seven (7.3 percent) were Asian or Pacific Islanders. In 1979, there were eight black faculty members hired out of a total of 114 new hires (See Table D).

COMMUNITY COLLEGES

The Community College System, which is administered by the University of Kentucky, had the largest number of black faculty of any of the traditionally white schools in 1981. The number of black faculty members in the Community College System has improved every reporting year since 1975 with 10 in 1975, 19 in 1977, 24 in 1979, and 32 in 1981.

TABLE D

UNIVERSITY OF KENTUCKY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1981

Tenured Faculty	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
1975	906	887	5	3	11	0
		97.9%	0.6%	0.3%	1.2%	0.0
1977	952	912	4	3	33	0
		95.8	0.4	0.3	3.5	0.0
1979	952	926	4	3	19	0
		97.3	0.4	0.3	2.0	0.0
1981	997	965	6	3	22	1
		96.8	0.6	0.3	2.2	0.1
Non-Tenured on Track Faculty						
1975	510	488	8	1	13	0
		95.7	1.6	0.2	2.5	0.0
1977	536	509	7	1	19	0
		95.0	1.3	0.2	3.5	0.0
1979	540	508	17	1	14	0
		94.1	3.1	0.2	2.6	0.0
1981	514	466	19	2	27	0
		90.7	3.7	0.4	5.3	0.0
Other						
1981	13	10	0	0	3	0
		77.0	0.0	0.0	23.1	0.0
New Hires (7/1/81 to 9/30/81)	96	87	2	0	7	0
		90.6	2.1	0.0	7.3	0.0

TABLE E

COMMUNITY COLLEGES

Number and Percent of Full Time Tenured and
Non-Tenured Faculty by Race/Ethnicity, 1975-1981

Tenured Faculty	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
1975	189	184	1	0	4	0
		97.4	0.5	0.0	2.1	0.0
1977	236	229	2	1	4	0
		97.0	0.8	0.4	1.7	0.0
1979	268	262	4	0	2	0
		97.8	1.5	0.0	0.7	0.0
1981	301	291	8	0	2	0
		96.7	2.7	0.0	0.7	0.0
Non-Tenured on Track Faculty						
1975	258	246	9	0	3	0
		95.3	3.5	0.0	1.2	0.0
1977	310	290	17	0	3	0
		93.5	5.5	0.0	1.0	0.0
1979	298	275	20	0	3	0
		92.3	6.7	0.0	1.0	0.0
1981	301	273	24	0	4	0
		90.7	8.0	0.0	1.3	0.0
New Hires (7/1/81 to 9/30/81)	54	48	5	0	1	0
		88.9	9.3	0.0	1.9	0.0

The number of tenured blacks doubled between 1979 and 1981. Eight blacks had tenured positions in 1981 compared with four in 1979 . The number of tenured blacks also has increased in the Community College System every reporting period since 1975 (See Table B).

The Community Colleges had the best faculty new hire rate for blacks among the traditionally white schools in 1981, with 9.3 percent of the newly-hired faculty being black. Of the 54 faculty hired from July 1, 1981 to September 30, 1981, five were black.

UNIVERSITY OF LOUISVILLE

The University of Louisville, located in the city with the state's largest black population--28.2 percent black, had the second largest percentage of black faculty members among the formerly white state-supported universities in 1981 (See Table A). Of the 816 faculty members in the tenure system at the University of Louisville in 1981, 21 (2.6 percent) were black. The percentage of black faculty members at the University of Louisville in 1981 was larger than in 1977 or 1979 but the same as in 1975, which indicated that no real progress has been made in increasing the number of black faculty at the school since 1975.

Tenured black faculty members at the University of Louisville increased during the two-year period. Ten (2.0 percent) of the 454 faculty members in 1981 were black--an increase of two over the 1979 level of eight (1.6 percent). The eleven blacks among th. 312 non-tenured faculty members at the University of Louisville in 1981 was an increase over the seven blacks out of 336 in such positions in 1979.

TABLE F

UNIVERSITY OF LOUISVILLE

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1981

	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
Tenured Faculty						
1975	327	314	2	5	6	0
		96.0	0.6	1.5	1.8	0.0
1977	484	447	8	6	23	0
		92.4	1.7	1.2	4.8	0.0
1979	485	445	8	8	24	0
		91.8	1.6	1.6	4.9	0.0
1981	504	454	10	7	33	0
		90.1	2.0	1.4	6.5	0.0
Non-Tenured on Track Faculty						
1975	393	348	17	5	23	0
		88.5	4.3	1.3	5.9	0.0
1977	308	267	11	4	26	0
		86.7	3.6	1.3	8.4	0.0
1979	336	296	7	4	29	0
		88.1	2.1	1.2	8.6	0.0
1981	312	276	11	4	21	0
		88.5	3.5	1.3	6.7	0.0
Other						
1977	80	71	1	1	7	0
		88.8	1.2	1.2	8.8	0.0
1979	89	79	3	1	6	0
		88.8	3.4	1.1	6.7	0.0
1981	109	98	1	0	10	0
		89.9	0.9	0.0	9.2	0.0
New Hires (7/1/81 to 9/30/81	67	54	5	1	7	0
		80.6	7.5	1.5	10.4	0.0

Five of the 67 faculty new hires were black at the University of Louisville, giving the school the second best black new hire percentage among the mainly white institutions at 7.5 percent. In 1979, none of the 81 new faculty members was black (See Table F).

WESTERN KENTUCKY UNIVERSITY

Only 1 black (0.2 percent) held a tenured position at Western out of 379 tenured faculty in 1981--lowest proportion of black tenured faculty among the previously white state-supported universities (See Table B). In 1975, two black faculty members had tenure but, in 1977 and 1979, there was none.

The number of non-tenured blacks at Western was lower in 1981 than in either 1977 or 1979 also. Four blacks, or 2.7 percent out of the 147 faculty members, were without tenure in 1981 .

None of the 24 faculty new hires at Western in 1981 was black. Only one black was newly-hired in 1979 and two blacks were hired in 1977 (See Table G).

EASTERN KENTUCKY UNIVERSITY

Fewer black faculty were working at Eastern in 1981 than in 1975, even though the number of black faculty increased by two between 1979 and 1981. Although the total faculty population at Eastern was almost 600 in 1981, only five (0.8 percent) blacks were in the tenure system and one of the five was in a non-tenured position. The one non-tenured black at Eastern accounted for only 0.6 percent of the 170 non-tenured faculty in 1981.

TABLE G

WESTERN KENTUCKY UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1981

Tenured Faculty	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
1975	294	290	2	1	1	0
		98.6	0.7	0.3	0.3	0.0
1977	280	275	0	2	3	0
		98.2	0.0	0.7	1.1	0.0
1979	317	312	0	2	3	0
		98.4	0.0	0.6	0.9	0.0
1981	379	373	1	2	2	1
		98.4	0.3	0.5	0.5	0.3
Non-Tenured on Track Faculty						
1975	244	238	4	1	1	0
		97.5	1.6	0.4	0.4	0.0
1977	277	267	5	3	2	0
		96.4	1.8	1.1	0.7	0.0
1979	175	166	5	1	3	0
		94.9	2.9	0.6	1.7	0.0
1981	147	142	4	0	1	0
		96.6	2.7	0.0	0.7	0.0
Other						
1977	22	20	1	0	1	0
		90.9	4.5	0.0	4.5	0.0
1979	113	106	5	1	1	0
		93.8	4.4	0.9	0.9	0.0
1981	47	43	3	0	1	0
		91.5	6.4	0.0	2.1	0.0
New Hires (7/1/81 to 9/30/81)	24	22	0	0	2	0
		91.7	0.0	0.0	8.3	0.0

TABLE H

EASTERN KENTUCKY UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1981

Tenured Faculty	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
1975	315	305	4	1	4	1
		96.8	1.3	0.3	1.3	0.3
1977	344	333	4	1	5	1
		96.8	1.2	0.3	1.5	0.3
1979	397	387	3	1	5	1
		97.5	0.8	0.3	1.3	0.3
1981	426	415	4	1	6	0
		97.4	0.9	0.2	1.4	0.0
Non-Tenured on Track Faculty						
1975	204	201	3	0	0	0
		98.5	1.5	0.0	0.0	0.0
1977	176	169	2	0	5	0
		96.0	1.1	0.0	2.8	0.0
1979	180	174	0	1	5	0
		96.7	0.0	0.6	2.8	0.0
1981	170	163	1	1	5	0
		95.9	0.6	0.6	2.9	0.0
Other						
1975	9	9	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
1977	64	60	4	0	0	0
		93.8	6.3	0.0	0.0	0.0
1979	92	89	3	0	0	0
		96.7	3.3	0.0	0.0	0.0
1981	76	72	1	0	3	0
		94.7	1.3	0.0	3.9	0.0
New Hires (7/1/81 to 9/30/81)	48	43	0	0	5	0
		89.6	0.0	0.0	10.4	0.0

No blacks were among the 48 newly-hired faculty at Eastern in 1981. Only one black was hired in both 1977 and 1979 (See Table H).

MURRAY STATE UNIVERSITY

Eight fewer black faculty members were working at Murray State University in 1981 than in 1979, leaving only six blacks in 380 faculty positions (1.6 percent), reversing the progress made at Murray since 1975. Thirteen blacks had been added at Murray between 1975 and 1979, for one of the best records among the seven white universities and the community colleges but that declined drastically between 1979 and 1981 (See Table A). Murray was the only university to lose black faculty between 1979 and 1981, except for Kentucky State.

Only one of the six remaining blacks on faculty at Murray had tenure, for only 0.5 percent of the total tenured faculty.

No blacks were among the 40 newly-hired faculty members at Murray in 1981. Four blacks were hired each year in 1977 and 1979 (See Table I).

MOREHEAD STATE UNIVERSITY

Only two of 287 faculty positions at Morehead in 1981, were held by blacks (0.7 percent), the same as 1979, but smaller than either 1977 or 1975. Blacks held four of 336 faculty jobs in 1977 (1.2 percent) and five of 339 (1.5 percent) in 1975 (See Table A). Both black faculty members at Morehead State in 1981 had tenure.

Morehead State University failed to hire any black faculty in both 1981 and 1979, although there were 31 new hires in 1981 and 50 in 1979 (See Table J).

TABLE I

MURRAY STATE UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1981

Tenured Faculty	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
1975	182	181	0	0	1	0
		99.5	0.0	0.0	0.5	0.0
1977	166	166	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
1979	179	178	0	0	1	0
		99.4	0.0	0.0	0.6	0.0
1981	206	203	1	0	2	0
		98.5	0.5	0.0	1.0	0.0
Non-Tenured on Track Faculty						
1975	157	155	1	1	0	0
		98.7	0.6	0.6	0.0	0.0
1977	239	222	13	0	4	0
		93.0	5.4	0.0	1.7	0.0
1979	226	210	14	0	2	0
		92.9	6.2	0.0	0.9	0.0
1981	174	168	5	0	1	0
		96.6	2.9	0.0	0.6	0.0
Other						
1975	9	9	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	40	39	0	0	1	0
		97.5	0.0	0.0	2.5	0.0

TABLE J

MOREHEAD STATE UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1981

Tenured Faculty	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
1975	172	166	2	2	2	0
		96.5	1.2	1.2	1.2	0.0
1977	182	176	2	2	2	0
		96.7	1.1	1.1	1.1	0.0
1979	196	193	2	0	1	0
		98.5	1.0	0.0	0.5	0.0
1981	189	185	2	0	2	0
		97.9	1.1	0.0	1.1	0.0
Non-Tenured on Track Faculty						
1975	167	160	3	1	3	0
		95.8	1.8	0.6	1.8	0.0
1977	154	151	2	0	1	0
		98.1	1.3	0.0	0.6	0.0
1979	140	135	0	0	5	0
		96.4	0.0	0.0	3.6	0.0
1981	98	94	0	0	4	0
		95.9	0.0	0.0	4.1	0.0
Other						
1975	1	1	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
1981	5	5	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	31	29	0	0	2	0
		93.5	0.0	0.0	6.5	0.0

NORTHERN KENTUCKY UNIVERSITY

While Northern Kentucky has had slight increases in black faculty every year since 1977, only four blacks had faculty jobs there in 1981 (1.7 percent). Three blacks were in non-tenured positions at Northern representing 2.9 percent of the 204 non-tenured faculty. The fourth black was among the 125 tenured positions (0.8 percent).

Although 17 new faculty members were hired at NKU in 1981, not one was black (See Table K).

Northern's poor black faculty hiring record stands in contrast to the Community College System's progress in black hiring, even though they are the only state-supported universities that have not had to overcome the constraints of the "separate but equal" doctrine.

Both institutions were established after "separate but equal" had been declared unconstitutional, and they were not required to have a segregated faculty--as the other seven institutions were for many years. The community colleges have capitalized on this advantage becoming an example in the state system, while Northern has become almost indistinguishable from the former all-white colleges.

KENTUCKY STATE UNIVERSITY

Kentucky State University, the smallest of the state-supported universities, employed the largest number of black faculty in 1981, even though 27 fewer blacks were on the faculty than in 1979. There were 41 black faculty members at Kentucky State in 1981, out of a total of 103 (39.8 percent), down from the 1979 level of 68 of 131 (51.9 percent).

TABLE K

NORTHERN KENTUCKY UNIVERSITY

Number and Percentage of Full Time Tenured and Non-Tenured Faculty by Race/Ethnicity, 1975-1981

	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
Tenured Faculty						
1975	54	54	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
1977	93	89	0	0	4	0
		95.7	0.0	0.0	4.3	0.0
1979	98	93	1	0	4	0
		94.9	1.0	0.0	4.1	0.0
1981	125	118	1	1	5	0
		94.4	0.8	0.8	4.0	0.0
Non-Tenured on Track Faculty						
1975	96	95	1	0	0	0
		99.0	1.0	0.0	0.0	0.0
1977	98	96	1	0	1	0
		98.0	1.0	0.0	1.0	0.0
1979	106	103	2	0	1	0
		97.2	1.9	0.0	0.9	0.0
1981	104	97	3	1	3	0
		93.3	2.9	1.0	2.9	0.0
Other						
1975	10	10	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
1977	13	13	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
1979	53	50	1	1	1	0
		94.3	1.9	1.9	1.9	
1981	30	30	0	0	0	0
		100.0	0.0	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81	17	16	0	0	1	0
		94.1	0.0	0.0	5.9	0.0

Thirty-two of the 52 non-tenured faculty positions--61.5 percent--at Kentucky State were held by whites in 1981, an increase from 55.8 percent in 1977.

Fifty-one percent of tenured faculty at Kentucky State were black in 1981, but, since 1975, the number and percentage of tenured blacks has declined steadily. In 1975, 73.5 percent of the tenured faculty were black, 66.7 percent in 1977, 57.1 percent in 1979, and 51.0 percent in 1981, while, during the same time span, the white percentage has increased from 20.4 percent in 1975 to 35.3 percent in 1981.

Four of the five new hires between July 1 and September 30, 1981, at Kentucky State, were white (See Table L).

TABLE L

KENTUCKY STATE UNIVERSITY

Number and Percentage of Full Time Tenured and
Non-Tenured Faculty by Race/Ethnicity, 1975-1981

Tenured Faculty	Total	White	Black	Hispanic	Asian Pacific Is.	Amer. Indian/ Native Alask.
1975	49	10	36	1	2	0
		20.4	73.5	2.0	4.1	0.0
1977	51	13	34	1	3	0
		25.5	66.7	2.0	5.9	0.0
1979	42	14	24	1	3	0
		33.3	57.1	2.4	7.1	0.0
1981	51	18	26	2	5	0
		35.3	51.0	3.9	9.8	0.0
Non-Tenured on Track Faculty						
1975	97	58	37	0	2	0
		59.8	38.1	0.0	2.1	0.0
1977	95	53	34	0	8	0
		55.8	35.8	0.0	8.4	0.0
1981	52	32	15	1	4	0
		61.5	28.8	1.9	7.7	0.0
Other*						
1979	89	39	44	1	5	0
		43.8	49.4	1.1	5.6	0.0
1981	8	3	5	0	0	0
		37.5	62.5	0.0	0.0	0.0
New Hires (7/1/81 to 9/30/81)	5	4	1	0	0	0
		80.0	20.0	0.0	0.0	0.0

*The faculty tenure program was suspended at KSU as of July 13, 1978, but was reinstated prior to the filing of the 1981 EE06 reports. No "Non-Tenured Faculty" was reported in 1979 - all faculty members were listed as "Tenured Faculty" or "Other" for that year.

CONCLUSIONS

Most of the traditionally white state-supported universities continued, in 1981, to have overwhelmingly white faculties with a few blacks at lagging low levels. Only 2.8 percent of the faculty members statewide were black, and only 2.0 percent were black at the previously white schools. The University of Kentucky, the state's largest university, employed only 25 blacks among a faculty of 1511 (1.7 percent), while Kentucky State University, the smallest in the state system, employed 41 blacks out of 103 faculty members (39.8 percent) in 1981.

The UK Community College System is the only state institution of higher learning to steadily improve in black faculty hiring each year since 1975. The gains made at the community colleges should be an example to the other former white schools that black faculty can be hired. While progress was evident, the percentage of black faculty in the Community College System was still less than the 7.1 percent of blacks in the overall state population as of 1980. If the progress continues at the community colleges, then that institution could be the first state-supported university to have a faculty representative of the racial makeup of the state.

However, significant progress has also been made at Kentucky State--much more than has been made at any other state school. The black faculty concentration has continued to decline from 50.0 percent in 1975 to 39.8 percent in 1981. This kind of progress in desegregating its faculty makes it abundantly clear that, as the U. S. Department of Education's Office of Civil Rights stated in 1981, Kentucky State's faculty is "substantially more desegregated" than any of the other institutions.

The focus of university desegregation necessarily must be at the formerly white colleges, because it is imperative that they immediately increase their numbers of black faculty, so that black educators will not be pushed aside as has been the case in the past.

With the number of black faculty decreasing statewide, the state university system could benefit from a coordinated recruiting effort to encourage black educators to continue their careers in the Kentucky system. A similar plan has been effective in Florida where faculty openings are published weekly and distributed to all the state universities and other traditionally black colleges before a vacancy is filled.

University desegregation supporters should continue to press for significant increases of black faculty at the seven traditionally white universities and the community colleges until proportionate levels of black educators are at every institution.

Appendix A

Full Time Faculty by Rank and Tenure for State Supported Universities, 1981

University of Kentucky

		TOTAL (Sum of cols B & H) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC F	ASIAN OR PACIFIC ISLANDERS G	AMER INDIAN OR ALASKAN NATIVE H	TOTAL (Sum of cols I-M) N	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE I	BLACK J			
A.	TENURED													
1.	Professors	492	454	440	2	1	11	0	38	35	1	0	2	0
2.	Asso. Professors	482	393	380	2	2	8	1	89	87	1	0	1	0
3.	Asst. Professors	23	10	10	0	0	0	0	13	13	0	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	997	857	830	4	3	19	1	140	135	2	0	3	0
B.	NON-TENURED ON TRACK													
8.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	23	23	21	0	0	2	0	0	0	0	0	0	0
10.	Asst. Profs.	426	313	277	11	2	23	0	113	109	2	0	2	0
11.	Instructors	65	25	23	2	0	0	0	40	36	4	0	0	0
12.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	514	361	321	13	2	25	0	153	145	6	0	2	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	1	1	1	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	12	11	8	0	0	3	0	1	1	0	0	0	0
18.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. TOTAL	13	12	9	0	0	3	0	1	1	0	0	0	0
GRAND TOTAL		1524	1230	1160	17	5	47	1	294	281	8	0	5	0

Community College System

		TOTAL (Sum of cols B & H) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC F	ASIAN OR PACIFIC ISLANDERS G	AMER INDIAN OR ALASKAN NATIVE H	TOTAL (Sum of cols I-M) N	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE I	BLACK J			
A.	TENURED													
1.	Professors	67	43	41	0	0	2	0	24	24	0	0	0	0
2.	Asso. Profs.	223	113	110	3	0	0	0	110	105	5	0	0	0
3.	Asst. Profs.	11	1	1	0	0	0	0	10	10	0	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	301	157	152	3	0	2	0	144	139	5	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
10.	Asst. Profs.	171	73	68	3	0	2	0	98	89	9	0	0	0
11.	Instructors	130	41	35	4	0	2	0	89	81	8	0	0	0
12.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	301	114	103	7	0	4	0	187	170	17	0	0	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL		602	271	255	10	0	6	0	331	309	22	0	0	0

Appendix A (Continued)
University of Louisville

		TOTAL (Sum of cols B & H)	MALE						FEMALE					
			TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
				WHITE	BLACK					WHITE	BLACK			
		A	B	C	D	E	F	G	H	I	J	K	L	M
A.	TENURED													
1.	Professors	295	272	245	4	5	18	0	23	20	2	0	1	0
2.	Asso. Profs.	190	152	138	2	1	11	0	38	35	1	0	2	0
3.	Asst. Profs.	17	10	9	0	1	0	0	7	5	1	0	1	0
4.	Instructors	2	0	0	0	0	0	0	2	2	0	0	0	0
5.	Lecturers	2	0	0	0	0	0	0	2	2	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	504	434	392	6	7	29	0	70	62	4	0	4	0
B.	NON-TENURED ON TRACK													
8.	Professors	8	7	7	0	0	0	0	1	1	0	0	0	0
9.	Asso. Profs.	77	66	58	1	1	6	0	11	10	1	0	0	0
10.	Asst. Profs.	205	153	134	5	2	12	0	52	48	2	1	1	0
11.	Instructors	21	12	8	1	0	2	0	9	8	1	0	0	0
12.	Lecturers	1	1	1	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	312	239	209	7	3	20	0	73	67	4	1	1	0
C.	OTHER													
15.	Professors	5	4	4	0	0	0	0	1	1	0	0	0	0
16.	Asso. Profs.	8	8	7	0	0	1	0	8	7	0	0	1	0
17.	Asst. Profs	59	43	38	1	0	4	0	16	13	0	0	3	0
18.	Instructors	23	15	14	0	0	1	0	8	7	0	0	1	0
19.	Lecturers	8	2	2	0	0	0	0	6	6	0	0	0	0
20.	Other Faculty	6	2	2	0	0	0	0	4	4	0	0	0	0
	21. TOTAL	109	74	67	1	0	6	0	35	31	0	0	4	0
GRAND TOTAL		925	747	668	14	10	55	0	178	160	8	1	9	0

Eastern Kentucky University

		TOTAL (Sum of cols B & H)	MALE						FEMALE					
			TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
				WHITE	BLACK					WHITE	BLACK			
		A	B	C	D	E	F	G	H	I	J	K	L	M
A.	TENURED													
1.	Professors	183	150	145	0	1	4	0	33	33	0	0	0	0
2.	Asso. Profs.	135	99	98	0	0	1	0	36	36	0	0	0	0
3.	Asst. Profs.	98	40	38	1	0	1	0	58	55	3	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	10	7	7	0	0	0	0	3	3	0	0	0	0
	7. TOTAL	426	296	288	1	1	6	0	130	127	3	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	10	9	9	0	0	0	0	1	1	0	0	0	0
9.	Asso. Profs.	46	34	31	0	1	2	0	12	11	0	0	1	0
10.	Asst. Profs.	107	46	45	0	0	1	0	61	59	1	0	1	0
11.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
12.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13.	Other Faculty	7	5	5	0	0	0	0	2	2	0	0	0	0
	14. TOTAL	170	94	90	0	1	3	0	76	73	1	0	2	0
C.	OTHER													
15.	Professors	1	1	1	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	3	1	1	0	0	0	0	2	2	0	0	0	0
18.	Instructors	49	11	10	0	0	1	0	38	38	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	23	11	10	1	0	0	0	12	10	0	0	2	0
	21. TOTAL	76	24	22	1	0	1	0	52	50	0	0	2	0
GRAND TOTAL		672	414	400	2	2	10	0	258	250	4	0	4	0

Appendix A (Continued)
Morehead State University

		TOTAL (Sum of cols B & M) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER. INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER. INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE I	BLACK J			
A.	TENURED													
1.	Professors	87	80	77	1	0	2	0	7	7	0	0	0	0
2.	Asso. Profs.	55	47	47	0	0	0	0	8	8	0	0	0	0
3.	Asst. Profs.	44	19	18	1	0	0	0	25	25	0	0	0	0
4.	Instructors	3	0	0	0	0	0	0	3	3	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	189	146	142	2	0	2	0	43	43	0	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	2	2	2	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	13	11	10	0	0	1	0	2	2	0	0	0	0
10.	Asst. Profs.	43	29	26	0	0	3	0	14	14	0	0	0	0
11.	Instructors	37	16	16	0	0	0	0	21	21	0	0	0	0
12.	Lecturers	2	0	0	0	0	0	0	2	2	0	0	0	0
13.	Other Faculty	1	0	0	0	0	0	0	1	1	0	0	0	0
	14. TOTAL	98	58	54	0	0	4	0	40	40	0	0	0	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18.	Instructors	2	2	2	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	3	2	2	0	0	0	0	1	1	0	0	0	0
	21. TOTAL	5	4	4	0	0	0	0	1	1	0	0	0	0
GRAND TOTAL		292	208	200	2	0	6	0	84	84	0	0	0	0

Murray State University

		TOTAL (Sum of cols B & M) A	MALE						FEMALE					
			TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER. INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER. INDIAN OR ALASKAN NATIVE M
				WHITE C	BLACK D					WHITE I	BLACK J			
A.	TENURED													
1.	Professors	93	86	84	1	0	1	0	7	7	0	0	0	0
2.	Asso. Profs.	88	75	74	0	0	1	0	13	13	0	0	0	0
3.	Asst. Profs.	25	75	74	0	0	0	0	11	11	0	0	0	0
4.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. TOTAL	206	175	172	1	0	2	0	31	31	0	0	0	0
B.	NON-TENURED ON TRACK													
8.	Professors	6	6	6	0	0	0	0	0	0	0	0	0	0
9.	Asso. Profs.	22	18	17	1	0	0	0	4	4	0	0	0	0
10.	Asst. Profs.	106	74	73	0	0	1	0	[illegible]	30	2	0	0	0
11.	Instructors	31	15	13	2	0	0	[illegible]	[illegible]	16	0	0	0	0
12.	Lecturers	9	4	4	0	0	0	0	5	5	0	0	0	0
13.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. TOTAL	174	117	113	3	0	1	0	57	55	2	0	0	0
C.	OTHER													
15.	Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16.	Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18.	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
19.	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20.	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL		380	292	285	4	0	3	0	88	86	2	0	0	0

Appendix A (Continued)
Northern Kentucky University

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	35	29	27	0	0	2	0	6	6	0	0	0	0
2. Asso. Profs.	72	61	58	0	1	2	0	11	9	1	0	1	0
3. Asst. Profs.	18	8	8	0	0	0	0	10	10	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	125	98	93	0	1	4	0	27	25	1	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	1	1	1	0	0	0	0	0	0	0	0	0	0
9. Asso. Profs.	11	8	7	0	0	1	0	3	3	0	0	0	0
10. Asst. Profs.	86	52	47	2	1	2	0	34	33	1	0	0	0
11. Instructors	6	2	2	0	0	0	0	4	4	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	104	63	57	2	1	3	0	41	40	1	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Profs.	6	3	3	0	0	0	0	3	3	0	0	0	0
18. Instructors	10	3	3	0	0	0	0	7	7	0	0	0	0
19. Lecturers	10	6	6	0	0	0	0	4	4	0	0	0	0
20. Other Faculty	4	1	1	0	0	0	0	3	3	0	0	0	0
21. TOTAL	30	13	13	0	0	0	0	17	17	0	0	0	0
GRAND TOTAL	259	174	163	2	2	7	0	85	82	2	0	1	0

Western Kentucky University

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	206	187	184	0	1	1	1	19	18	0	0	1	0
2. Asso. Profs.	128	92	90	1	1	0	0	36	36	0	0	0	0
3. Asst. Profs.	45	26	26	0	0	0	0	19	19	0	0	0	0
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	379	305	300	1	2	1	1	74	73	0	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	15	12	12	0	0	0	0	3	3	0	0	0	0
9. Asso. Profs.	39	34	33	1	0	0	0	5	5	0	0	0	0
10. Asst. Profs.	93	58	56	1	0	1	0	35	33	2	0	0	0
11. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	147	104	101	2	0	1	0	43	41	2	0	0	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Instructors	47	23	20	2	0	1	0	24	23	1	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	47	23	20	2	0	1	0	24	23	1	0	0	0
GRAND TOTAL	573	432	421	5	2	3	1	141	137	3	0	1	0

Appendix A (Continued)
Kentucky State University

		MALE						FEMALE					
	TOTAL (Sum of cols B & H) A	TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN: WHITE C	NON-HISPANIC ORIGIN: BLACK D	HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN: WHITE I	NON-HISPANIC ORIGIN: BLACK J	HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
A. TENURED													
1. Professors	14	11	3	5	1	2	0	3	0	2	0	1	0
2. Asso. Profs.	21	13	7	4	0	2	0	8	1	7	0	0	0
3. Asst. Profs.	15	8	3	4	1	0	0	7	3	4	0	0	0
4. Instructors	1	0	0	0	0	0	0	1	1	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	51	32	13	13	2	4	0	19	5	13	0	1	0
B. NON-TENURED ON TRACK													
8. Professors	4	4	1	1	1	1	0	0	0	0	0	0	0
9. Asso. Profs.	11	8	5	3	0	0	0	3	3	0	0	0	0
10. Asst. Profs.	22	17	11	4	0	2	0	5	4	0	0	0	0
11. Instructors	15	8	4	4	0	0	0	7	4	3	0	0	0
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	52	37	21	12	1	3	0	15	11	3	0	1	0
C. OTHER													
15. Professors	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Asso. Profs.	1	0	0	0	0	0	0	1	1	0	0	0	0
17. Asst. Profs.	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Instructors	7	2	0	2	0	0	0	5	2	3	0	0	0
19. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	8	2	0	2	0	0	0	6	3	3	0	0	0
GRAND TOTAL	111	71	34	27	3	7	0	40	19	19	0	2	0

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

This staff research report was prepared by Cathy Atkins and Kyle D. Briley, with copy preparation by D. Jennifer Simpson and Sarah Chandler of the Commisson staff.

For information and assistance call, write, or visit one of these offices:

MAIN OFFICES:

832 Capital Plaza Tower
Frankfort, Kentucky 40601
Phone: 502/564-3550

Post Office Box 60
701 West Muhammad Ali Blvd.
Louisville, Kentucky 40201
Phone: 502/588-4024

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BIBLIOGRAPHY OF RELATED COMMISSION PUBLICATIONS

How to File a Complaint of Discrimination Based on Race, Color, Religion, National Origin, Sex or Age Between 40 and 70, leaflet containing information about complaints and the Commission's investigative procedures; includes complaint form.

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Black Share of Non-Faculty Jobs Down at Most State Universities--Up at Kentucky State, a second report analyzing the employment practices of the state's universities and community colleges. This report examines the racial and sexual makeup of non-faculty employees for 1975-76 and 1977-78. 24 pages. September 1979.

Tokenism in Black Faculty Employment Continues at State Universities, a third report analyzing the racial and sexual makeup of Kentucky's state-supported universities and community colleges faculty between 1977 and 1979. 29 pages. January 1981.

State Universities Had More Black Workers--Fewer Black Executives 1975-1979, a fourth report in a series on employment in the state university system. This report analyzes the racial makeup of non-faculty minority employees during 1977-1979. 14 pages. March 1981.

More Women Employed in Non-Faculty Jobs but Fewer Executives at State Universities, a fifth report on employment in the state university system. This report analyzes the sexual composition of non-faculty employees during 1977-1979. 12 pages. October 1981.

Kentucky Commission on Human Rights
832 Capital Plaza Tower
Frankfort, Kentucky 40601

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